

DATE: (0)(6).(0)(/2017

EMPLOYEE NAME (b) (6), (b) (7)(C)	DATE OF HIRE (b) (6), (b) (7)(C)	MANAGER NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARNING
DEPARTMENT	SHIFT/TEAM	OTHERS PRESENT	X FINAL WRITTEN WARNING DISCHARGE
Warehouse	SILVER TEAM	(b) (6), (b) (7)(C)	
This is a last chance final warning of This last chance final warning is not While performing a cycle count on the history of the pallet, it was disconomically failed to adjust the pallet quantity the partial pallet should have been cases of beer, and re-creation of the partial, "less than full pallet" quantity quantity. "It is a considerable to the partial, "less than full pallet" quantity and the partial, "less than full pallet" quantity quantity. There is your performance history is coaching for team 2016 and 1st written not me 2017 and written that we 2017 and written that we 2017 and coaching for income 2017 and coaching for confiderable to the coaching for coaching for confiderable to the coaching for	due to continued negation precedent setting. (b) (6), (b) (7)(c), 2017, a parameter of 2017, a parameter of 2018, and the process order. In surface pulled from the pall since November of 2016, and the process order o	ten on [916,10] /17 (through applications for same reason) incorrectly. a different product description of advised any additional product description of the product	in a full pallet bin. After researching the and confirmed it to the bin. Let of the process order which means allet rework, systematic dumping 3 to the proper handling procedure for
Work rules and corrective disciplin reserve the right to impose the leve Considering Rodger's continued punsatisfactory work performance, MillerCoors. This last chance final warning will	el of discipline it believe olicy/performance offer violations of company r	es appropriate after conside uses, it has been determine ules, or inappropriate condu	ering the facts and circumstances dany additional issues concerning uct, will result in termination from
I am familiar with the provisions of policy Work Rules & Corrective Dis	(b) (6), (b) (7)		complaints and appeal Yes

APPEAL REQUESTEE	
EMPLOYEE SIGNATURE/DATE	NOTE: SIGNATURE ACKNOWLEDGES RECEIPT, HOWEVER, DOES NOT INDICATE AGREEMENT.
EXPI(b) (6), (b) (7)(C)	SUP (b) (6), (b) (7)(C)
	OURCES USE UNLY.
(b) (6), (b) (7)(C)	DATE (b) (6), (b) (7)(C)

Shenandoah Appeal Process:

An employee may use the appeal process to resolve conflict or disagreement related to disciplinary action.

- 1. Employees wishing to appeal disciplinary action must place the request in writing within seven (7) calendar days of receipt of the disciplinary action. The request shall be given to either the immediate supervisor or Employee Relations Manager.
- 2. The Appeal Hearing should be conducted and concluded within three (3) weeks of the request unless an extension is agreed upon by both parties.
- 3. All appeal participants shall to engage in the appeal process in good faith and attend scheduled
 sessions.
- 4. The opportunity to appeal will be forfeited if the above expectations are not met.



PROBLEM RESOLUTION REQUEST FOR APPEAL

(D)(O),(D)(T)(C)
Employee Name:
Date of Incident:(b) (6), (b) (7)(C) Process Leader Involved:
ISSUE TO BE ADDRESSED
Details Reasons for My Appeal: DO NOT AGGREE WITH FINDING
Specific Adjustment Requested: DROP CHARGE
I request that the above issue be reviewed by the Appeal Board. I understand that the decision is final and I agree to be bound by it. I understand that all information I obtained through the Conflict Resolution Process is confidential and I agree to treat this information with the respect, care, and privacy it deserves. I understand that this information generally should not be divulged to anyone outside the Conflict Resolution Process.
I also understand that personal, private, or other sensitive information about me may be revealed as part of the Conflict Resolution Process. I hereby release MillerCoors, its officers, an(b) (6), (b) (7)(C) laims or liabilities that may result from the revealing, wledge, or other use of this information. (b) (6), (b) (7)(C)
Employee Signature Date



AUTHORIZATION FOR DISCLOSURE OF EMPLOYMENT RECORDS

I hereby authorize Human Resources to release informa medical records to the Appeal Board reviewing my	tion in my pe	rsonnel/ and dispute.
	(Date)	•
(b) (6), (b) (7)(C)		
E		
(b) (6), (b) (7)(C)		

Opening Statement- (b) (6), (b) (7)(C)

Closing Statement- (b) (6), (b) (7)(C)

It is part (b) (6), (b) (7)(C) responsibility to hold their team accountable and provide feedback to employees when improvement is needed. Over the last 12 months, several (b) (6), (b) (7)(C) have provided feedback to (as outlined on recent final warning) in order to improve performance.

This final was a necessary step to ensure we are upholding our standards.

overall performance should result in the final written warning.

Disciplinary Appeal Decision (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 2017

(b) (6), (b) (7)(C)

An appeal was held on (b) (6), (b) (7)(C) 2017 to review the discipline of (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C). 2017. Appeal panel members were (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Upon review of the facts, policies, and appeal summaries the Appeal Panel voted to uphold the Final Written Warning.



Warshorta Tail		HILLIE.		Charles A. Santak				Marine Land		
Value Tosk Warehouse forcess ust. Le	EL STECH	P.olu.	Friedrict Share Description	Created By Des HU	5-110	PAY DESCRIPTION	Grand on	Gerord Al.	Onfan Co 1	Conf. Time
10441312 Puraway	£	29020	LITE (ELS) 207GLBT-BGC4 (N	(b) (6), (b) (7)(C)	7 GR P1 1	F PLOE	02/26/2017	10:30:21	08/26/2017	101:49:57
100003155935 Goods Recept Postno	C	24:12:1	ATTELETS 1202 GLET-HOLF HE	17:33401-	7	GE-FLOR		10.40:25	de 2612317	10:49:56
10441361 Putawas	v.	29020	Unierelicitionglet-HGC4480	17232461-	7 PLO	1214		14.49:50	05/26/2017	10 72.18
10507619 by on Principles House	Cart of	2-2120	THE PRESIDENCE BY MACA ME	177723613	7 1704	ATHE	00 20 4017	04.20-53	development	des: 345-57



Storage	Transporta	GR Time	GR Date	Handling Unit	Product	Product Short Description	Quantity
4811		8:15:54 AM	8/26/2017	1723345409	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:15:54 AM	8/26/2017	1723345416	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:25:07 AM	8/26/2017	1723345423	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:25:07 AM	8/26/2017	1723345430	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:29:39 AM	8/26/2017	1723345447	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:29:39 AM	8/26/2017	1723345454	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:32:53 AM	8/26/2017	1723345461	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:32:53 AM	8/26/2017	1723345478	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:37:07 AM	8/26/2017	1723345485	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:37:07 AM	8/26/2017	1723345492	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:38:03 AM	8/26/2017	1723345508	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:38:03 AM	8/26/2017	1723345515	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:40:01 AM	8/26/2017	1723345522	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:40:01 AM	8/26/2017	1723345539	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:42:59 AM	8/26/2017	1723345546	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:42:59 AM	8/26/2017	1723345553	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:49:30 AM	8/26/2017	1723345560	29020	LITE18LS12OZGLBT-HGC4-N0	70
4811		8:49:30 AM	8/26/2017	1723345577	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:55:16 AM	8/26/2017	1723345584	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:55:16 AM	8/26/2017	1723345591	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:55:51 AM	8/26/2017	1723345607	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:55:51 AM	8/26/2017	1723345614	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:58:59 AM	8/26/2017	1723345621	29020	LITE18LS12OZGLBT-HGC4-NO	70
4811		8:58:59 AM	8/26/2017	1723345638	29020	LITE18LS12OZGLBT-HGC4-NO	70
	10131893	9:53:39 AM	8/26/2017	1723345935	29020	LITE18LS12OZGLBT-HGC4-NO	70
3214		10:18:20 AM	8/26/2017	1723346048	29020	LITE18LS12OZGLBT-HGC4-NO	70
3214		10:18:20 AM	8/26/2017	1723346055	29020	LITE18LS12OZGLBT-HGC4-NO	70
3214		10:25:20 AN	8/26/2017	1723346062	29020	LITE18LS12OZGLBT-HGC4-NO	70
3214		10:25:20 AM	8/26/2017	1723346079	29020	LITE18LS12OZGLBT-HGC4-NO	70
	10132676	10:26:30 AM	8/26/2017	1723346086	29020	LITE18LS12OZGLBT-HGC4-NO	70
	10132676	10:26:30 AN	8/26/2017	1723346093	29020	LITE18LS12OZGLBT-HGC4-NO	70
ATBF		10:49:57 AM	8/26/2017	1723346147	29020	LITE18LS12OZGLBT-HGC4-N	70
	10132676	10:52:44 AN	8/26/2017	1723346161	29020	LITE18LS12OZGLBT-HGC4-N	70

INVENTORY CYCLE COUNT SHEET

Date 8 00 17 (b) (6), (b) (7)(C)

Name of Counter _

Name of Count Supervisor (b) (6), (b) (7)(C)

COUNT SUPERVISOR

Bin to be		Pallet			
counted	Material description	count	Correct	Incorrect	Adjustments / Notes
3101	40099 CRBQ2/1212OZATCN-CARTRL4-N0	24	1		
3102	20296 KEYL12LS24OZAICN-TRS4-N0	6	1		
3103	37177 MLSC2/1212OZGLBT-CARTRY5-D0	24	1		
3104	37817 KLLN2/1212OZGLBT-CARTRY5-D1	36	1		
3105	42393 BMBW4/6160ZANBT-CARTRY5-N0	24	2		
3106	18161 MLCN4/612OZGLBT-BSKCTN4-DD	10	1		
3107	36363 KEYL30LS12OZATCN-TWN4-NHUNTO	24	1		
3108	20112 CRLT2/12120ZGLBT-CARTRY4-N0	24	1		
3109	37243 LITE30LS12OZAICN-TWN4-NNFLN0	ay	/		
3110	20111 CRLT20LS12OZGLBT-HGC4-D0	1	/		8
3111	27925 BMBW4/612OZGLBT-BSKCTN5-N0	24	1		

				1	
3112	36364	KEYL30LS12OZATCN-TWN4-DHUNTO		/	
3113	37243	LITE30LS12OZAICN-TWN4-NNFLN0	24	-	
3114	37685	LITE15LS16OZANBT-CAR4-N0	8	1	
3115	20112	CRLT2/1212OZGLBT-CARTRY4-N0	24	1	
3116	37243	LITE30LS120ZAICN-TWN4-NNFLN0	24	1	
3117	40896	LITE2/1212OZGLBT-CARTRY4-NJETS0	3	1	
3118	20112	CRLT2/1212OZGLBT-CARTRY4-N0	24	7	
3201	31554	LITE2/916OZANBT-CARTRY4-N0	20	1	
3202	20143	CRBQ2/1212OZATCN-CARTRY4-N0	10	1	
3203	42845	KEYL2/1512OZATCN-CARTRL4-NHUNTO	(//	1	
3204	20304	KEYC12LS24OZAICN-TRS5-D0	4	/	
3205	40317	CRBQ2/1212OZGNBT-CARTRL4-D1	30	/	
3206	37058	LITE2/916OZANBT-CARTRY4-D0	20	1	
3207	20112	CRLT2/1212OZGLBT-CARTRY4-N0	20	/	
3208	35442	BMBW2/1212OZAICN-CARTRY5-N0		1	
3209	21032	CRLT12LS32OZGSBT-CTN4-N0	4	/	

3210	36363	KEYL30LS12OZATCN-TWN4-NHUNTO	do	1			
3212	20112	CRLT2/1212OZGLBT-CARTRY4-N0	20	1			
3213	20112	CRLT2/1212OZGLBT-CARTRY4-N0	36	1		(12)	
3214	29020	LITE18LS12OZGLBT-HGC4-N0	5-	- DI	ere f	reliet needs to fixed	
3215	20112	CRLT2/1212OZGLBT-CARTRY4-N0	20	1			
3217	20105	CRLT2/1212OZATCN-CARTRY4-D0	20	1			
3218	27929	BMBW15LS22OZGLBT-CTN5-D0	5	1		2214	
3219	20039	CRLT18LS16OZAICN-CAR4-N0	7	1		2000	
						Scanned Scanned	

needs to be

1723346147

ON BR ABOUT THE DIG. (DIC) TO JUAS WORKING DN THE KEGENDE WEINS THE KEG FLOOR WRAPPER WHICH WAS OPERATIONAL WHEN I USED IT. I WENT TO THE DISTERBUTION SIDE OF WARARE HOUSE WITH THE KEGS THAT I WRAPPED TO PLACE IN ATRUCK FOR SHIPMENT, WHEN I RETURNED NOTHE KEG LINE (D) (G), (D) (T) (C) WAS ATTHE WEARPER WHAT WAS GOING ON AND SAID THERE WAS A WHILE WHAT WAS GOING ON AND SAID THERE WAS A WHILE WAS AND I TOLD DOCUMENT. I MIGHT HAVE HIT IT, BUT WASN'T SURE MY SELF. WILLIAMS ALLREADY HAD MAINTENER WORKING ON IT AND I CONTINUED WORKING THEREST OF THE DAY WITH GUT BEING ANDRE OF THE PEST.

DISCIPLINARY ACTION FORM



DATE: (0) (6) (0) (7) 2017

EMPLOYEE NAME (b) (6), (b) (7)(C)	DATE OF HIRE (b) (6), (b) (7)(C)	MANAGER NAME (b) (6), (b) (7)(C)	☐ FIRST WRITTEN WARNING ☐ FINAL WRITTEN WARNING
DEPARTMENT Warehouse	SHIFT/TEAM SILVER TEAM	OTHERS PRESENT	X DISCHARGE
(NATURE OF PROBLEM, DATE, TIME, PLACE, ETC.)		15-10-	
On the morning of (b) (6), (b) (7)(C) 20 was pulled out of the tray and 6 of the on the slip ring. The wrapper damage	12 wires had been s	severed. Wiring at the top of t	he machine had also pulled loose
Through the fact finding investigation, wrapper. A co-worker pulled up to us floor, (a) asked (b) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	e the wrapper as ^{loco} and ^{loco} indicated ^{loco}	was leaving the area.	noticed something lying on the
As outlined in the Shenandoah Brewe misses or property damage should be	ry Policy Guide unde immediately reporte	er Safety Work Rules and Gui ed to a team leader/manager of	delines, any accidents, near or Safety and Security personnel.
2017 Coaching for incorred 2017 Coaching for picking 2017 Coaching for confirm 2017 Discussed negative padditional discipline.	ork/job knowledge and set job objectives remance related issue couple minutes late aring seatbelt (2 nd Disect process order ran up pallets that had a ing product in the wroterformance trend are g for aggressive behalf of coutlined in the Shelf discipline it believe	to pre-shift meeting. scussion for same reason) incorrectly. different product description ong bin. nd advised any additional perf avior & EAP mandatory referr ormance issue. nandoah Brewery Policy Guides appropriate after considerin	ormance issues would result in al. Suspension until approved to e. The Company continues to g the facts and circumstances.
•			*
		I am familiar with the n	rovisions of

Revised 7/7/11

policy Work Rules & Corrective Discipline	□ No*	I am familiar with the complaints and appeal procedure	☐ Yes ☐ No
EMPLOYEE STATEMENT			
(b) (6), (b) (7)(C)		NOTE: SIGNATURE ACKNOWLEDGES RECEIPT, HOWEVER, DAGREEMENT.	OOES NOT INDICATE
EXPLAINED WORK RULES & CORRECTIVE DISCIPLINE		(b) (6), (b) (7)(C)	(b) (7)(C)
(b) (6), (b) (7)(C)	FOR HUMAN RES	DATE (b) (6), (b) (7)(C)	

Shenandoah Appeal Process:

An employee may use the appeal process to resolve conflict or disagreement related to disciplinary action.

- 1. Employees wishing to appeal disciplinary action must place the request in writing within seven (7) calendar days of receipt of the disciplinary action. The request shall be given to either the immediate supervisor or Employee Relations Manager.
- 2. The Appeal Hearing should be conducted and concluded within three (3) weeks of the request unless an extension is agreed upon by both parties.
- 3. All appeal participants shall to engage in the appeal process in good faith and attend scheduled sessions.
- 4. The opportunity to appeal will be forfeited if the above expectations are not met.

(b) (6), (b) (7)(C)

From:

(b) (6), (b) (7)(C)

Sent:

Thursday, (b) (6), (b) (7)(C) 2017 4:39 PM

To:

(b) (6), (b) (7)(C)

Subject:

Wrapper Damage

here is the damage found by (b) (b) (b) (7) (c) when (c) responded to the call at the wrapper Thursday morning.

Wrapper cable tray/track had been impacted and pulled loose breaking a section of the tray off. Wiring cable was pulled out of the tray, and 6 of the 12 wires had been severed or pulled apart. Wiring had been stretched to the point that wiring at the top of the machine also had pulled loose on the slip ring.

Thanks



(b) (6), (b) (7)(C)

MillerCoors Shenandoah Brewery

On 2007/17 @ ~0545 I was asked to come to the Wrapper behind the keg line because (b) (6), (b) (7)(C) wanted to speak about the wrapper being down. Upon arrival (b) (6), (b) (7)(C) on shift start to show and me the damage to the wires on the wrapper and explaining that it would be down due to not having the correct parts in house. As that conversation was happening (b) (6), (b) (7)(C) drove up and I asked what had happened? How long it had been down? explained that was waiting behind that was wrapping what it was. said that backed out noticed a piece on the floor and asked what it was. said explained that that was put we kegs in to be wrapped and it did not work and so messed with control panel for a few min to get it to work but could not.

Statement tran

On Wednesday night, was on keg line breaking out pulled a set of 6's that needed to be wrapped for end of trailer, I pulled a set of 9's that finished the trailer and also had to be wrapped. I was waiting on to finish wrapping and when pulled out, I went to pull in and saw a black piece on floor of wrapper. I asked what that was and was said would check it out. I didn't know if it was there when had wrapped kegs. was said it was a wiring harness and was must have hit it when pulled out. The placed black piece back on wires and said to go ahead and wrap. I placed my kegs in wrapper and pulled the line to start wrapper but nothing happened. I kept trying it and it would wrap bottom of kegs but not go up to wrap second layer. I got (b) (b) (b) (7)(c) to take a look and wies said it looked like it had been hit and wires were knocked loose. when had an electrician come look at it. For rest of night we had to wrap using a different wrapper.

(b) (6), (b) (7)(C)

To:

(b) (6), (b) (7)(C)

Subject:

RE: Ouestions

From: (b) (6), (b) (7)(C)

Sent: Tuesday, (b) (6). (b) (7)(C) 2017 2:44 PM

To: (b) (6), (b) (7)(C) Subject: RE: Questions

Below is the responses from these guys no new information to give.

Thanks



(b) (6), (b) (7)(C)

Tell me what you know about the wrapper incident that occurred last week, what did you hear about the wrapper? Down while on break

Before the wrapper went down did you use it? About what time did you use it? Not sure it was earlier in the day between middle and last break.

How did you find out it was down?

Maintenances was there when you got back working on it and you asked [0](5,0)(7)(6) or (0)(6),(6)(7)(6)



Tell me what you know about the wrapper incident that occurred last week, what did you hear about the wrapper? Nothing was on the degrouper. Did not know anything was wrong until es saw maintenance

Before the wrapper went down did you use it? About what time did you use it?

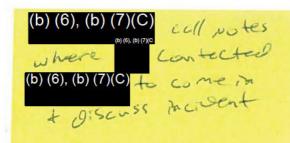
No did not use it.

How did you find out it was down? Saw maintenance.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) :15 am working when went to went to draf of the set to another location, when come boxe (b) (6), (b) (7)(c) was there said to (b) (6), (b) (7)(c) was have bunged it but coron't know.





I am not swe - and that
witch hunt - only Kling Z
Con tell you - I went to
the old- I cot onute
wat was song on
I might have burged it
mut the I was we
J related - Burdle
2 40 (b) (6), (b) (7)(C)
hove sine the
1 to (0 (b) (6), (b) (7)(C) (c) (c) (c) (c) (c) (c)
menteron the feet

I know the Rolly is there of your teen somethy it is that box report it I mose the connect (b) (6), (b) (7)(c) that I may how brenepasit. It I had begreed it I were have reported it. I am in wesset vingue Can't co



PROBLEM RESOLUTION REQUEST FOR APPEAL

Employee Name: (b) (6), (b) (7)(C) Job Title:(b) (6), (b) (7)(C) Date of Incident:(b) (6), (b) (7)(C) Process Leader Involved:(b) (6), (b) (7)(C)		
ISSUE TO BE ADDRESSED		
Details Reasons for My Appeal:		
Specific Adjustment Requested: REDEST AN ARREAT		
I request that the above issue be reviewed by the Appeal Board. I understand that the decision is final and I agree to be bound by it. I understand that all information I obtained through the Conflict Resolution Process is confidential and I agree to treat this information with the respect, care, and privacy it deserves. I understand that this information generally should not be divulged to anyone outside the Conflict Resolution Process. I also understand that personal, private, or other sensitive information about me may be revealed as part of the Conflict Resolution Process. I hereby release MillerCoors, its officers, ibilities that may result from the revealing, other use of this information. (b) (6). (b) (7)(C) Date		



AUTHORIZATION FOR DISCLOSURE OF EMPLOYMENT RECORDS

I hereby authorize Human Resources to release informat		6), (b) (7)(C)
medical records to the Appeal Board reviewing my	dispute. (Date)	ad.
(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)		



AUTHORIZATION FOR DISCLOSURE OF EMPLOYMENT RECORDS

I hereby authorize Human Resources to release informedical records to the Appeal Board reviewing my _	The state of the s
	(Date)
(b) (6), (b) (7)(C)	
Employee Signature	
(b) (6), (b) (7)(C)	
Date	

Opening-

Statement by (b) (6), (b) (7)(C)

On the morning of the wrapper in the Warehouse was damaged. The wrapper wiring cable was pulled out of the tray and several wires were severed. (b) (6), (b) (7)(C) brought it to my attention. Through fact finding the following was discovered:

(b) (6), (b) (7)(C) was the last person to successfully use the wrapper. A co-worker was waiting for to finish with the wrapper. As pulled away with pallet wrapped, the co-worker noticed a black piece on the floor. The co-worker asked what it was. what it was a discount advised it was a wiring harness and was must've hit it when pulled out. also removed the broken black piece from the floor and placed it back on the wires. The co-worker attempted to use the wrapper; however, it would not wrap the entire pallet. The co-worker contacted Maintenance to repair the wrapper. This resulted in several hours of downtime.

Closing statement by (b) (6), (b) (7)(C)

After all the facts were acquired it was determined there was a policy violation as outlined in the Safety Rules and Guidelines section of the Shenandoah Policy Guide. Furthermore, [51(6), (6)(7)(6)] was on a last chance final warning, which indicated any additional issues concerning unsatisfactory work performance, violations of company rules or inappropriate conduct would result in termination.

Based on the review of facts and [51(6), (6)(7)(6)] policy/performance history, it was determined the next course of action was termination.

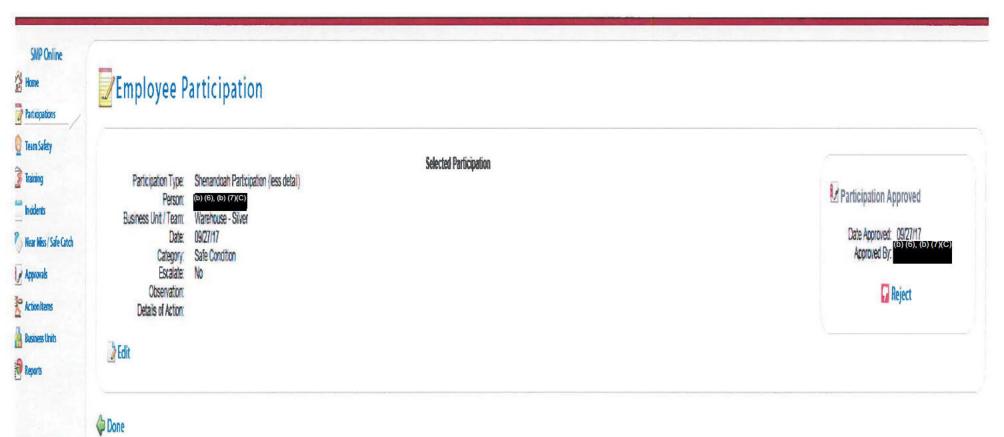
Disciplinary Appeal Decision (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), 2017

An appeal was held on (b) (6), (b) (7)(C) 2017 to review the (b) (6), (b) (7)(C), 2017 termination of (b) (6), (b) (7)(C). Appeal panel members were (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Upon review of the facts, policies, and appeal summaries the Appeal Panel voted to uphold the termination.







Participation Type:
Person:

Business Unit / Team:

Date:

O9/26/17

Category:
Estalate:

Observation:

Details of Action:

Shenandoah Participation (less detail)

Warehouse - Silver

O9/26/17

Safe Condition

No

Observation:

Details of Action:

Selected Participation











Participation Type:
Person:
Business Unit / Team:
Date:
Category:
Escalate:
Cobservation:
Details of Action:

Selected Participation







Participation Type:
Person:
Business Unit / Team:
Date:
Category:
Escalate:
Observation:
Details of Action:

Shenandgah Participation (less detail)
Warehouse - Silver
06/30/17
Safe Condition
Visual tour Area safe

Edit

Selected Participation





Selected Participation

Participation Type: Shenandoah Participation (less detail)
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 06/21/17 Category: Safe Action Escalate: No

Observation: Observed UPL operator use leather glove to de-energize ULP power before entry

Details of Action:

Participation Approved Date Approved: 06/30/17 Approved By: (b) (6), (b) (7)(C) Reject





Participation Type:
Person:
Business Unit / Team:
Date:
Date:
Category:
Escalate:
Observation:
Details of Action:

Shenandoah Participation (less detail)
(b) (6), (b) (7)(c)
Warehouse - Silver
05/30/17
Safe Condition
No

Selected Participation







Participation Type:
Person:
Business Unit / Team:
Date:
Category:
Escalate:
Observation:
Details of Action:
Details of Action:
Details of Action:

Shenandoah Participation (less detail)
Warehouse - Silver
U5/29/17
Safe Action
No
Slowing fork trucks down creates a much safer work environment

Selected Participation







Participation Type:
Person:

Business Unit / Team:
Date:
Category:
Escalate:
Observation:
Details of Action:

Senandoah Participation (less detail)
Warehouse - Silver
04/21/17
Safe Condition
No







Selected Participation

Participation Type: SHEN Near Miss

Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 04/19/17

Category: Near Miss / Safe Catch

Escalate: No

Observation: Placing an Orange Cone at the end of comidor in the middle, at the end of the middle Yellow Line Forces the fork truck operator to drive straight in right lane, on their own side and NOT cut into the other lane.

Details of Action: Refer to Near Miss



Date Approved: 04/21/17
Approved By: (6) (6), (6) (7)(C)







Participation Type: BOS Audit Person: (b) (6), (b) (7)(C) Business Unit / Team: Warehouse - Silver Category: Safe Condition Observation:

Details of Action:









Participation Type: BOS Audit
Person: Warehouse - Silver
Date: 03/29/17
Category: Safe Condition
Observation:
Details of Action:







Selected Participation

Participation Type: BOS Audit
Person: (b) (6), (b) (7)(c)

Business Unit / Team: Warehouse - Silver

Date: 02/26/17

Category: Safe Action

Observation: Properly stowed plastic dunnage in approved storage areas

Details of Action:



Date Approved: 02/26/17
Approved By: (b) (6), (b) (7)(C)







Selected Participation

Participation Type: BOS Audit

Person: (b) (6), (b) (7)

Business Unit / Team: Warehouse - Silver

Date: 02/25/17

Category: Unsafe Action

Observation: Internal and external personnel Walking through Warehouse NOT in designated walk ways.

Details of Action:







Participation Type. BOS Audit Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 01/26/17

Category: Safe Condition

Observation: plastic dumnage property stowed

Details of Action

Selected Participation



Date Approved: 01/26/17

Approved By: (b) (6), (b) (7)(C)







Selected Participation

Participation Type: BOS Audit
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 01/25/17

Category: Safe Action

Observation: Observed Good Faith Effort to properly respond to near miss involving keg decant

Details of Action:









Participation Type: BOS Audit

Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Category: Safe Action

Observation: Completed monthly training

Details of Action:

Selected Participation



Date Approved: 12/21/16
Approved By: (b) (6), (b) (7)(C)







11.0 000F 004F FILE

Participation Type: Person:

(b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 12/21/16

Category: Safe Action
Observation: Completed LOTO Simulation training

Details of Action:

Selected Participation

Participation Approved

Date Approved: 12/21/16
Approved By: (b) (6), (b) (7)(C)







Participation Type:
Person:

Business Unit / Team:
Date:

Category:
Unsafe Condition
Cobservation:
Details of Action:

Progress Being Made

Selected Participation





Edit

Participation Type: BOS Audit
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 11/18/16

Category: Unsafe Condition

Observation: Progress Towards Compliance Being Made

Details of Action:

Edit















Participation Type: BOS Audit

Business Unit / Team: Warehouse - Silver

Date: 10/30/16 Category: Unsafe Condition Observation: no changes

Details of Action:







Participation Type: BOS Audit
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

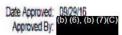
Date: 09/29/16

Category: Unsafe Condition Observation: No Change Since July 30 BOS entry

Details of Action: External Assistance Will Be Requested

Selected Participation

Participation Approved









Participation Type: BOS Audit
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 08/31/16

Category: Unsafe Condition

Observation: no changes since last audit

Details of Action:

Edit

Selected Participation



Date Approved: 08/31/16
Approved By: (b) (6), (b) (7)(C)





Participation Type: BOS Audit
Person: (b) (6), (b) (7)(C)

Business Unit / Team: Warehouse - Silver

Date: 08/30/16

Category: Unsafe Condition Observation: no changes since July 30 audit

Details of Action:







Selected Participation

Participation Type: BOS Audit

Person (b) (6), (b) (7)(

Business Unit / Tearn: Warehouse - Silver

Date: 07/30/16

Category: Unsafe Condition

Observation: management at Shenandoah does not react to some safety issues, 1. staffing the lines with the recommended personnel. Every piece of equipment has a safety operating procedure from the manufacture which includes the

number of personnel required to operate safely, we do not meet that requirement and when this fact is elevated through the proper chain of command no changes occur. 2. The warehouse operates with the entire warehouseldistribution as one area of operation forcing fork truck operators to pickup and drop off pallets any where at any time, this is extremely dangerous crossing paths at any time anywhere, this has been elevated

many times using proper chain of command channels but no changes even though there has been an increase of damage to fork trucks and equipment since the startup of BP&S

Details of Action: 1.elevate using documentation in the form of safety BOS. 2. request external assistance OSHA, ANSI.







Participation Type:
Person:
Business Unit / Team:
Date:
Category:
Observation:
Details of Action:

Person:
BOS Audit
(b) (6), (b) (7)(c)
Warehouse - Silver
07/01/16
Safe Condition







Participation Type:
Person:
Business Unit / Team:
Date:
Category:
Observation:
Details of Action:

BOS Audit
(b) (6), (b) (7)(C)
Warehouse - Silver
D6/30/16
Safe Condition







O Miller Coors

(b) (6), (b) (7)(C) Logout

SMP Online

A Home

Participations

Team Safety

Training

" Indidents

Near Miss / Safe Catch

Action Items

Business Units

Reports

Employee Participation

Selected Participation

ParticipationBOS Audit

Type:

Person (b) (6), (b) (7)(C)

Business Warehouse - Silver

Unit / Team:

Date:07/30/16

Category:Unsafe Condition

Observation:management at

Shenandoah does not react to some safety issues, 1. staffing the lines with the recommended personnel. Every piece of equipment has a safety operating procedure from the manufacture which includes the number of personnel required to operate safely, we do not meet that requirement and when this fact is elevated through the proper chain of command no changes occur. 2. The warehouse operates with the entire warehouse/distribution as one area of operation forcing fork truck operators to pickup and drop off pallets any where at any time. this is extremely dangerous crossing paths at any

Participation
Approved

Date
Approved:
Approved
By:

07/30/16 (b) (6), (b) (7)(C)

time anywhere, this

has been elevated many times using proper chain of command channels but no changes even though there has been an increase of damage to fork trucks and equipment since the startup of BP&S Details of 1.elevate using Action:documentation in the form of safety BOS. 2. request external assistance OSHA, ANSI.

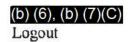
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O Done

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MillerCoors



SMP Online

A Home

Participations

Team Safety

Training

Inadents

Near Miss / Sale Catch

Action Items

Business Units

Reports

Employee Participation

Selected Participation

ParticipationBOS Audit

Type: Person (b) (6), (b) (7)(C)

Business Warehouse

Unit / Team: - Silver

Date:09/29/16

Category:Unsafe

Condition

Observation:No

Change

Since July

30 BOS

entry

Details of External

Action: Assistance

Will Be

Requested

Lif Edit

मिने Participation Approved

09/29/16

Approved:

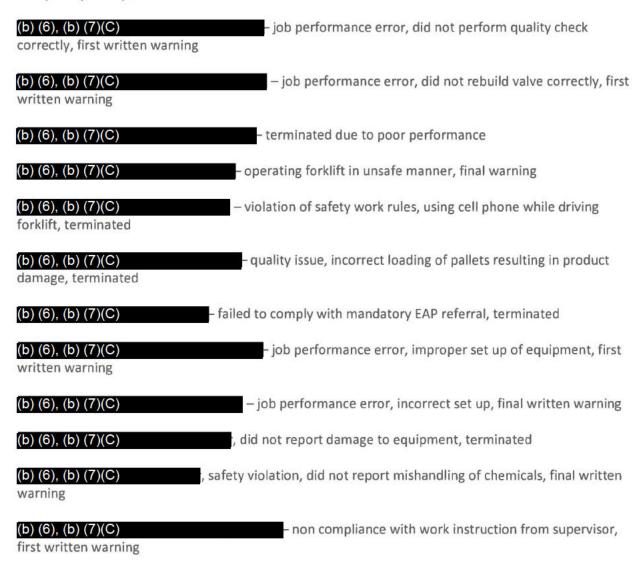
Approved By:

(b) (6), (b) (7)(C)

O Done

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Disciplinary examples:



DISCIPLINARY WARNING REPORT



DATE

(b) (6), (b) (7)(C)	SOCIAL SECURITY NUMBER EMPLOYEE # 10161.0017	SUPERVISOR NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARNING FINAL WRITTEN WARNING
DEPARTMENT SHENANDOAH OPERATIONS	SHIFT GOLD CREW	OTHERS PRESENT AT INTERVIEW	☐ DISCHARGE ☐ FINAL WARNING & SUSPENSION
GOOD/PASSING RESULTS FOR A VENT TUBE COMPLAINT ON 1016 CHECK CORRECTLY AS 1016 CHECK CORRECTLY AS 1016	HECKS IN THE 0400 HOUR ON 1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.	4. WE RECEIVED A CUSTOMER N FROM 0300 ON 14. SO, 0 6 DID	DISCIPLINARY ACTION CODE:
ON SUBJECT ON THE VENT WAS RUNNING CAN FILLER 2 TUBE AND FORK WAS MISSING. THE VENT TU 1440. SUBSEQUENTLY, QUALITY HELD PROD TUBES. ACCORDING TO EZ-CHECK THIS WAS THIS PRODUCT WAS DESTROYED AND WAS LEGAL ACTION BECAUSE A CUSTOMER ACTUAL	BE AND FORK WERE NOT FOUND AND UCT BACK TO THE LAST DCCUMENTE PERFORMED AT 1300. APPROXIMA S NOT EVEN THE AFFECTED PROD	D THE FILLER STARTED BACK UP AT ED "GOOD" CHECK FOR MISSING VENT ITELY 6,000 CASES WERE DESTROYED. DUCT. THE COMPANY IS AT RISK FOR	
(9)(6). PERFORMED THE VENT TUBE CHECK LIST 19)(6) INSPECTION THAT WAS COMPLETED AT 04 19)(6). (2)			
I am familiar with the provisions of policy W-3 Work Rules & Correction		I am familiar with the comp procedures of policy C-10, Conflict Resolution Process	
NOTE: Paygroup 20 & 21 employed disciplinary action	es have seven (7) calenda	r days to request mediation and	l/or an appeal of this
EMPLOYEE'S STATEMENT			
(b) (6), (b) (7)(C)	.116		
Emilyothe designation and strict	/ 4	NOTE: SIGNATURE ACKNOWLED INDICATE AGREEMENT	OGES RECEIPT, IT DOES NOT
Per Policy, performance offenses depending on the nature of the off limited to:			
 OBJECTIVES, NOT FOLLOW! BEHAVIORAL ISSUES SUCH 	NG PROCEDURES, BREAK ABI	TITH RESPECT, NEGATIVE ATTITUD	
*⊠ EXPLAINED W-3 AND G-10		(b) (6), (b) (7)(C)	1-4
	FOR HUMAN RESC	DURCES USE ONLY:	

Revised 9/22/04

DISCIPLINARY WARNING REPORT



DATE: (0) (6), (0) -2014

EMPLOYEE NAME (b) (6), (b) (7)(C)	EMPLOYEE NUMBER	SUPERVISOR NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARNING
DEPARTMENT SHENANDOAH OPERATIONS	SHIFT KEYSTONE	OTHERS PRESENT AT INTERVIEW	☐ DISCHARGE ☐ FINAL WARNING & SUSPENSION
(b) (6), (b) (7)(C) IS BEING PLACED ON A FIRST WR VALVES INCORRECTLY ON 2014 AND (D) (6), (b) (7)(C) 2014, SET-UP ON (6), (b) (7)(C) 2014,	ITTEN WARNING FOR JOB PERF ^(D) 2014. ^{(D)(6), (D)(6)} HAD RECEIVED	PORMANCE. (0)(5)(0)(6)(6)(6)(6)(6)(6)(6)(6)(6)(6)(6)(6)(6)	FINAL WARNING & PROBATION DISCIPLINARY ACTION CODE:
I am familiar with the provisions of policy W-3 Work Rules & Corrective	⊠ Yes e Discipline □ No*	I am familiar with the con procedures of policy C-10 Conflict Resolution Process	
NOTE: Paygroup 20 & 21 employees disciplinary action	s have seven (7) calend	dar days to request mediation ar	nd/or an appeal of this
((b) (6) (b) (7)(C)			
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	NOTE: SIGNATURE ACKNOWLI	EDGES RECEIPT, IT DOES NOT
OBJECTIVES, NOT FOLLOWING	nse and the employee's MS SUCH AS ERRORS, LAC 3 PROCEDURES, BREAK A S NOT TREATING OTHERS	s record. Policy/performance of CK OF SKILLS TO PERFORM JOB FUI ABUSE, ETC. WITH RESPECT, NEGATIVE ATTITU	fenses include, but are not
*⊠ EXPLAINED W-3 AND C-10			
		(b) (6), (b) (7)(C)	

Revised 9/22/04

(b) (6), (b) (7)(C)

From:

(b) (6), (b) (7)(C) millercoors.com> Wednesday, (b) (6), (b) (7)(C) 2016 8:52 AM

Sent:

To: Cc:

(b) (6), (b) (7)(C)

Subject:

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(b) (6), (b) (7)

Please terminate (b) (6), (b) (7)(C) last day worked will be (b) (6), (b) (7)(C) will notify (b) (6), (c) after shift start up.

Poor performance, not for rehire.

Thanks.





DISCIPLINARY WARNING REPORT

		DATE:	2016
EMPLOYEE NAME	HIRE DATE (b) (6), (b) (7) (C)	SUPERVISOR NAME	☐ FIRST WRITTEN WARNING
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	FINAL WRITTEN WARNING
DEPARTMENT WAREHOUSE	SHIFT	OTHERS PRESENT AT INTERVIEW	DISCHARGE
	TEAM C		FINAL WARNING & SUSPENSION
SUPERVISOR'S STATEMENT (1	NATURE OF PROBLEM, TIN	ME, DATE, PLACE, ETC.) J HAD A SEVERE SAFETY ACCIDENT	
WHICH INVOLVED A COLLISION AN		STROL OF YOUR EQUIPMENT WHICH	
RESULTED IN A SAFETY INCIDENT.		[MG] [MG CH, HE CHENT, THE PERSON ENGINEER (MG CHENT	
		N OF A FORK TRUCK WILL RESULT IN	
TERMINATION.			
BEFORE YOU ARE ABLE TO OPERAT	E A FORK TRUCK AT MILLERO	COORS, YOU WILL BE REQUIRED TO	
COMPLETE MANDATORY TRAINING	TO BE COMPLETED ON	2016.	
I am familiar with the provisions of	☐ Yes	I am familiar with the comp	plaints and appeals
Policy Work Rules & Corrective Disciplin	ne No	procedures of policy Supple	mental Conflict No
		Resolution - The "Resolve	e Program
NOTE: Barrer 20 8 24 ample services	(6
of this disciplinary action.	(not including administrative e	employees) have seven (7) calendar days	to request mediation and/or an appear
EMPLOYEE'S STATEMENT		12	
ESTECTEE STATEMENT			
Appendix and the second			100 Maria (100 Maria (
^E (b) (6), (b) (7)(C)		NOTE: SIGNATURE ACKNOWLEDGE	S RECEIPT, IT DOES NOT INDICATE
		AGREEMENT	
INDEFITITIONS INDEX HOLIMING	MILE BE COMPLETED ON MAY	10, 2016. YOU ARE NOT AUTHORIZED	ON ANY FORK TRUCK UNTIL
TRAINING IS COMPLETE.			
		(b) (c) (b) (7)(c)	
		(b) (6), (b) (7)(C)	
* EXPLAINED WORK RULES AND CORE SUPPLEMENTAL POLICY CONFLICT RESOL		S	11/2
SUTTLEMENTAL FOLICY CONFLICT RESUL	ATTOM - THE RESULVE FROUKAM		18
	FOD HUMAN D	ESOURCES USE ONLY:	,
HR / ER	FUK HUMAN K	DATE DATE	
TIK LIK		DATE	

DISCIPLINARY ACTION FORM



DATE: (b) (6), (b) (7)(C) 2016

EMPLOYEE NAME (b) (6), (b) (7)(C)	DATE OF HIRE (b) (6), (b) (7)(C)	MANAGER NAME (b) (6), (b) (7)(C)	☐ FIRST WRITTEN WARNING ☐ FINAL WRITTEN WARNING
DEPARTMENT Warehouse	SHIFT/TEAM	OTHERS PRESENT	X DISCHARGE
(NATURE OF THE PROBLEM, POLICY VIOLA (NATURE OF THE PROBLEM, POLICY V	ved operating a cell gractice. The Safety	safe operation of a forklift. phone while operating a forl Work Rules and Guidelines	state "The use of cell phones while
am familiar with the provisions of policy Work Rules & Corrective Disciple	☐ Yes		
EMPLOYEE STATEMENT			
d(b) (6) (b) (7)(C)	,	NOTE: BIOLINA DI AGRAGA	
E(b) (6), (b) (7)(C)		NOTE: SIGNATURE ACKNOWLE AGREEMENT.	EDGES RECEIPT, HOWEVER, DOES NOT INDICATE
	DICCIPLINE	o) (6), (b) (7)(C)	
* EXPLAINED WORK RULES & CORRECTIVE	DISCIPLINE) (o), (b) (1)(c)	16
	FOR HUMAN F	RESOURCES USE ONLY:	and the second s
EMPLOYEE RELATIONS MANAGER		DATE	

Revised 7/7/11



DISCIPLINARY WARNING REPORT

		DATE: C	2016
(b) (6), (b) (7)(C)	HIRE DATE	SUPERVISOR NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARNING
DEPARTMENT	SHIFT	OTHERS PRESENT AT INTERVIEW	☐ FINAL WRITTEN WARNING ☑ DISCHARGE
Warehouse	Jitt i	(b) (6), (b) (7)(C)	☐ FINAL WARNING & SUSPENSION
SUPERVISOR'S STATEMENT (NATURE DISCOUNTS), ON 2016 YOU LOADED MULT CUSTOMER. THESE PALLETS WERE DAMAGE CUSTOMERS LOCATION INDICATING THEY WERE ON 2016 YOU WERE ISSUED A FINAL WE DAMAGED PALLETS IS A SERIOUS QUALITY END YOUR ASSIGNMENT EFFECTIVE (16.6), 2	FIPLE PALLETS THAT CAN ED AND LEAKING WHEN ' VERE LOADED DAMAGEI VARNING FOR SAFETY AN ISSUE AND AS A RESULT	USED A QUALITY ISSUE WITH A THEY ARRIVED AT THE D. ND QUALITY ERRORS. SHIPPING	
I am familiar with the provisions of Policy Work Rules & Corrective Discipline NOTE: Paygroup 20 & 21 employees (not incl of this disciplinary action.	☐ Yes ☐ No uding administrative emp	I am familiar with the compl procedures of policy Supplen Resolution – The "Resolve" ployees) have seven (7) calendar days t	nental Conflict No
EMPLOYFE'S STATEMENT			
EMPLOYEE'S SIGNATURE & DATE (b) (6), (b) (7)(C)		
EMPLOYEE'S SIGNATURE & DATE (0), (0),	. ((3)	NOTE: SIGNATURE ACKNOWLEDGES AGREEMENT	RECEIPT, IT DOES NOT INDICATE
		*	
*☐ EXPLAINED WORK RULES AND CORRECTIVE DI SUPPLEMENTAL POLICY CONFLICT RESOLUTION — TO		(b) (6), (b) (7)(C)	16
(b) (6), (b) (7)(C)	OR HUMAN RES	OURCES USE ONLY:	
HR / ER		DAT(b) (6), (b) (7)(C)	

(b) (6), (b) (7)(C)

From:

(b) (6), (b) (7)(C

Sent:

Thursday, (b) (6), (b) (7)(C), 2017 5:14 PM

To:

(b) (6), (b) (7)(C)

Cc:

(b) (6), (b) (7)(C)

) (6), (b) (7)(C

Subject:

(b) (6), (b) (7)(C)

Please terminate effective today. Failed to comply with EAP mandatory referral.

Not for relie

DISCIPLINARY ACTION FORM



DATE: (0)(6),(0)(/2017

EMPLOYEE NAME (b) (6), (b) (7)(C)	DATE OF HIRE (0) (6), (0) (7)(0)	MANAGER NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARNING
DEPARTMENT Warehouse	SHIFT/TEAM SILVER	OTHERS PRESENT	DISCHARGE
NATURE OF PROBLEM, DATE, TIME, PLACE, ETC.) Dale on [10] (2017 there was a product che cleared out of PL04 (palletizer) and Palleti were received systematically into inventor Quality errors of this nature or any other a precision and accuracy. Failure to do so we	izer Set Up was never or y under the wrong produ are unacceptable. Going	ompleted for product, 29029. act code. This resulted in reward it is expected that all	As a result of this error 17,187 cases ork and customer complaints. product changes are made with
		25	_/
am familiar with the provisions of olicy Work Rules & Corrective Discipl	✓ Yes □ No*	I am familiar with the co procedure	mplaints and appeal Yes No
EMPLOYEE STATEMENT			——————————————————————————————————————
EMPLOYEE SIGNATURE/DATE		NOTE: SIGNATURE ACKNOWLE AGREEMENT.	DGES RECEIPT, HOWEVER, DOES NOT INDICATE
EXPLAINED WORK RULES & CORRECTIVE DISCI	PLINE	SUPERVIS(b) (6), (b) (7)(0	(b) (6). (b) (7)(C)
	•	(5) (6), (6) (7)(6	17
EMPLOYEE RELATIONS MANAGER	FOR HUMAN RES	DATE DATE	
Revised 7/7/11	Refuse	& to sign (b) (6), (b) (7)(C)

DISCIPLINARY ACTION FORM



	DATE OF HIRE	MANAGER NAME (b) (6), (b) (7)(C)	FIRST WRITTEN WARN	
EPARTMENT Packaging	SHIFT CAN 3 SILVER TEAM	OTHERS PRESENT	DISCHARGE	1110
is being placed on a final writt backs. This error happened multip to the magnitude of this issue and this is a violation of Work Rules & Job performance problems following procedures, brea	the negative impact on o & Corrective Discipline: s such as errors, lack of	or/16 and or	cting 20,000 cases of prod warning is being administ	uct. Due ered.
am familiar with the provisions of olicy Work Rules & Corrective Dis	Yes	I am familiar with the co	omplaints and appeal	Yes No
Jush to appel				
(b) (6), (b) (7)(C)		NOTE: SIGNAT (b) (6), (b) AGREEMENT.	(7)(C) HOWEVER, DOES I	NOT INDICAT
_{EMI} (b) (6), (b) (7)(C)		NOTE: SIGNAT (b) (6), (b) AGREEMENT.	(7)(C) HOWEVER, DOES	NOT INDICAT
EM (b) (6), (b) (7)(C)		NOTE: SIGNAT (b) (6), (b) AGREEMENT.	(7)(C) HOWEVER, DOES	NOT INDICAT
_{EMI} (b) (6), (b) (7)(C)		NOTE: SIGNAT (b) (6), (b) AGREEMENT.	(7)(C) HOWEVER, DOES	NOT INDICA
	'E DISCIPLINE	NOTE: SIGNAT (b) (6), (b) AGREEMENT.	(7)(C) HOWEVER, DOES	NOT INDICAT
EMPLOYEE R (b) (6), (b) (7)(C)		AGREEMENT.	(7)(C) HOWEVER, DOES	NOT INDICAT

Revised 7/7/11

(b) (6), (b) (7)(C)

To:

(b) (6), (b) (7)(C) @millercoors.com) (b) (6), (b) (7)(C)

Subject:

was terminated by on on for failure to report the damage and inefficient performance of duties.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

DISCIPLINARY ACTION FORM



DATE: (9)(6), (9/2017

EMPLOYEE NAME (b) (6), (b) (7)(C)	DATE OF HIRE	MANAGER NAME (b) (6), (b) (7)(C)	☐ FIRST WRITTEN WARNING ☐ FINAL WRITTEN WARNING
DEPARTMENT Store Room	SHIFT/TEAM VACATION RELIEF	OTHERS PRESENT	DISCHARGE
(NATURE OF PROBLEM, DATE, TIME, PLACE, ETC.) Job Performance — Failure to Escalate S The incident involving (b) (6). (b) (7)(c) filling unclear. (b) (6). (b) (7)(c) emailed me on M wrong chemical. The mistake was not for representative, to find out if the chemical environmental issue, but were cross con occurred over the weekend, and I did no outlined on Pages 18 - 19 of the Shenan reported to a Team Leader/Manager or S practices, malfunctioning equipment, and "Inattentive performance of job assignments" has a prior performance write-up for	safety Issue in Timely Man g a chemical tote up with the onday [976, 67] /2017 alerting re ound until the tote was con Is would pose an environn taminated and unfit for us at find out about it until 1:20 adoah Policy Guide, "Any a Safety and Security Person d worn or defective tools to ents".	he incorrect chemical occurred that over the weekend shapletely full. (a) called (b) nental issue. The chemicals e. The value of the wasted of DPM on Monday (a) (a) (2017. accidents, near misses, or pronnel" and "Immediately reported.	ne filled up a chemical tote with the (6), (6) (7)(C), the EcoLab service were not at risk to cause an chemicals is \$3300. This incident This violates the Safety policy roperty damage should be immediately rt all dangerous conditions, unsafe
I am familiar with the provisions of policy Work Rules & Corrective Discip		I am familiar with the co procedure	□ No
EMPLOYEE STATEMENT I understand the Rey checking with a Addresser that this any dangerous or a other usus that I this should be aut a	gention proced sur chemical s is very a homogo uss home had rvery close	dere, but I a loop to make infair. I he was boing at to and of My	to feel that sero there was and had sof. The only to to work, and (b) (6), (b) (7)(c)
(b) (6), (b) (7)(C)	7	NOTE: SIGNATURE ACKNOWLE AGREEMENT.	EDGES RECEIPT, HOWEVER, DOES NOT INDICATE
		74.1	
M EXPLAINED WORK RULES & CORRECTIVE DIS	CIPLINE	(b) (6), (b) (7)(C)	(b) (θ), (b) (7)(C)
	FOR HUMAN RES	50	7

Revised 7/7/11

DISCIPLINARY ACTION FORM



DATE: (0)(6)./17

	Taurs of time	Turvess	M SUDOT WESTERN WASHING
(b) (6), (b) (7)(C)	DATE OF HIRE	MANAGER NAME (b) (6), (b) (7)(C)	☐ FIRST WRITTEN WARNING
DEPARTMENT Packaging - Bottles	SHIFT/TEAM SILVER	OTHERS PRESENT	DISCHARGE
(NATURE OF THE PROBLEM, POL	ICY VIOLATION, DATE, TIME, PLA	CE, ETC.)	
PATRICK IS RECEIVING A FIRST WRITTE	N WARNING FOR NOT FOLLOWING PRO	PER WORK PROCEDURES.	
why ^{[0] 6} wasn't working on the marlin explained to ^{[0] 6, [0] 7} that I asked ^{[0] 6, [0]} because ^{[0] 6} said ^{[0] 6} didn't work ^{[0] 6, [0]} that ^{[0] 6, [0]} asked me to give out	is. ⁽⁰⁾⁶ began to ask why the marlins to complete the marlins because ⁽⁰⁾ k for me. ⁽⁰⁾⁶ also asked why I had a PMs because the filler would be do nortly thereafter, the filler went down	weren't done last month and why was trained to do so and one mad sked one to complete the marlins on for an extended period of time. a again and I went to one one of a	sked (0)(6) if (0)(6) (rather dump crowns or work
I am familiar with the provision policy Work Rules & Corrective	Y TO A STATE OF THE PARTY OF TH	I am familiar with the co	omplaints and appeal Yes
NOTE: Pay group 20 & 21 - Employe	es have seven (7) calendar days to	request an appeal of disciplinary a	action.
sut the once the	et war which to a long on they	and on (6), (6), (6), (6), (6), (6), (6), (6),	e ran on (0,60,000) 17. 17, monday, The fille he felle came up of the fille came up of the fille on shall get from back in the Turne e on monday to un.
EMPLOYEE SIGNATURE/DATE		NOTE: SIGNATURE ACKNOWLE AGREEMENT.	EDGES RECEIPT, HOWEVER, DOES NOT INDICATE
Emeloyee to forest	ctto hed		
* EXPLAINED WORK RULES & COR	RECTIVE DISCIPLINE	st(b) (6), (b) (7)(C)	(b)(6),(b)(7)(c) (17
(b) (6), (b) (7)(C) R HUMAN R	ESOURCES USE ONLY:	
EMPLOYEE RELATI		DATE (b) (6), (b) (7)(C)	

Revised 7/7/11

(b) (6), (b) (7)(C)

From:

(b) (6), (b) (7)(C)

Sent:

Thursday, (b)(8),(b)(7)(c) 2017 9:35 AM

To:

(b) (6), (b) (7)(C

Subject:

Re: (b) (6), (b) (7)(C) disciplinary warning

(b) (6), (b

We did review with one of guilt. It only meant that we had reviewed it with one of guilt only meant that we had reviewed it with one of guilt. It only meant that we had reviewed it with one of guilt. It only meant that we had reviewed it with one of guilt. It only meant that we had reviewed it with one of guilt. It only meant that we had reviewed it with one of guilt. It only meant that we had reviewed it with one of guilt.

Sent from my iPhone

On May 11, 2017, at 9:29 AM, (b) (6), (b) (7)(C) @millercoors.com> wrote:

Thanks for forwarding the disciplinary warning for (b) (6), (b) (7)(C).

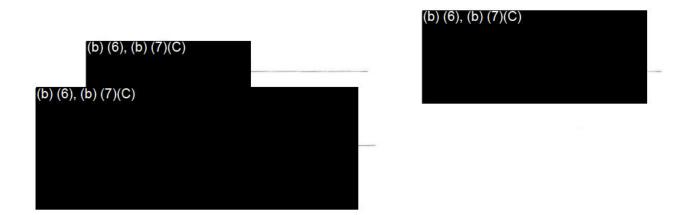
I saw wrote a statement on the form, but did not sign it.

If you will both reply to this message acknowledging that you did review with but that failed to sign, I will add this to the warning to document that it was reviewed with that the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning to document that it was reviewed with the warning that the warning the warning that the warning the warning the warning the warning that was reviewed with the warning that the warning the warning that was reviewed with the warning that was reviewed wit

Disciplinary Appeal Decision (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 2017

An appeal was held on (b) (6), (b) (7)(C), 2017 to review the final written warning issued (b) (6), (b) (7)(C), on (b) (6), (b) (7)(C), 2017. Appeal panel members were (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Upon review of the facts, policies, and appeal summaries the Appeal Panel voted to modify the warning to a first written warning.





PROBLEM RESOLUTION REQUEST FOR APPEAL

(b) (6), (b) (7)(C) Employee Name: Job Title:(b) (6), (b) (7)(C) Date of Incident:(b) (6), (b) (7)(C) Process Leader Involved:(b) (6), (b) (6)	(7)(C)	Team:(b) (6), (b) (7)(C)
	TO RE	ADDRESSED	
1330E	IO BE A	ADDRESSED	
Details Reasons for My Appeal:	Se-e	sto tement	
Specific Adjustment Requested:	sec	Statemen	\
I request that the above issue be reviewed is final and I agree to be bound by it. It is Conflict Resolution Process is confidential care, and privacy it deserves. I understandivulged to anyone outside the Conflict R	understa I and I a and that	nd that all informa gree to treat this i this information ge	tion I obtained through the nformation with the respect,
I also understand that personal, private, revealed as part of the Conflict Resolutio and agents from any and all claims or lia pr(b) (6), (b) (7)(C) Employee Signature	n Proces bilities th	s. I hereby releas nat may result fron se of this informatio (6)(6).(e MillerCoors, its officers, n the revealing, on.



AUTHORIZATION FOR DISCLOSURE OF EMPLOYMENT RECORDS

I hereby authorize Human Resources to release information medical records to the Appeal Board reviewing my	in my personnel/ and (Date)
(b) (6), (b) (7)(C) Employee Signature	
(b) (6), (b) (7)(C) Date	

Opening Statement - (b) (6), (b) (7)(C) disciplinary appeal - (9)(6), (9)(2017)

On (b) (6), (b) (7)(C) neglected to perform tasks that resulted in customer complaints. [10] failed to perform a task that [10] has done many times in the past on various lines. Systematically changing over the palletizer in EWM has been part of the UPL position for Can lines, Bottle lines, and Keg line since the beginning of EWM and the process has remained relatively unchanged since the beginning. (Approximately 1.5 yrs.). It was a process that was completed on N1 Alvey during the same changeover where the performance error occurred. After the investigation was completed and all avenues of possible causes (manpower, not trained, Time, etc.) were eliminated, we defined this issue as a job performance issue. We explored into past practice for these types of issues and found a recent similar incident. In that case written discipline was also administered. As [10] had been issued a first written warning in [10] (6), (6), (7), (7), (7) this discipline resulted in a final warning.

Let's walk thru the details of what happened and the impact of the performance issue.

On [10] 2017 the warehouse management was notified of a distributor complaint. The complaint stated that they had ordered 18 pack products but had received 24 packs.

Upon investigation into the issue it was found that palletizer T1 was never changed from the 18 pack (29029) to the 24 pack (29037) on Jan 19th. Both lines went down about the same time. T1's last pallet came off at 12:00:19(Shown by EZ52) N1's last pallet came off at 12:02:33(shown by IN67). At this time both palletizers were able to be changed over both mechanically and systematically for the process order.

The impact of (b) (6), (b) (7XC) error resulted in the wrong product being loaded and shipped to the customer, product being inventory stored incorrectly in the warehouse (18 packs mixed with 24 packs).

A mechanical Pest whose is proficient with setups estimates a mechanical and systematic changeover on a palletizer should be 10- to at most 15 min. It consists of 8 rail changes, adjusting bump turner locations, a pattern change on palletizer equipment, and the systematic change to EWM process order. To change both palletizers it would be ~30 min. Both lines were down until the N1 was turned on to running mode which is indicated by EIT of N1 at 12:44:53.

T1 was not turned on until 1:38 due to mechanical issues that were created by localized when local loaded the wrong pallet pattern # into the machine. This was discovered when the Pest indicated that had called local to verify that the pattern is the same for T1 on the 24 packs as N1. localized then proceeded to input the pattern # used by N1 and it locked the palletizer screen up on T1. T1 uses a different pattern number for same pattern due to constraints of the machine programming. This difference is noted and located at the terminal for reference. Once the screen locked up, localized the Pest over to help clear and set up the machine. The systematic set up should have and could have been completed by localized at this time but was not. The systematic changeover when proficient should take 2-3 min to complete. As the changeover for both lines takes less than 30 minutes and the lines were down for 45 minutes, ample time was allowed for a successful changeover.

Another obstacle that cited during the investigation was lack of staffing. When looking at the staffing for that day 2 operators were assigned throughout the day for the Palletizers, which is the standard for that operation.

also cited lack of training as a possible negative impact. It was determined that was adequately trained to perform the palletizer change overs as has done so successfully many times in the past.

In summary

This incident had negative impact to our customer, resulting in a customer complaint. had the capability and skill to perform the task correctly and had done so successfully numerous times previously, but failed to perform the task correctly, therefore was issued discipline.

(b) (6), (b) (7)(C) <u>Miller Coors</u> (b) (6), (b) (7)(C)



Date (6) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Miller Coors
Elkton Va.

Statement

This is to serve in response to my final written warning. On the day in Question the status condition was as follows; Leaving the pre-shift, Silver crew was 3 fulltime set up operators short, 2 (b) (6), (b) (7)(C), 1 covering the maintenance on with no replacement or overtime coverage. WE had 2 people training on UPL's 1 on can line and 1 on bottle line, with no overtime coverage for trainers'. As the only trained set-up operator on the can line, (Usually 2 are required on a normal day) I had a new product line start up (150z can) with 2 Tec Rep's, from outside the plant, in my area and 20 pieces of machinery and about 800 yards of conveyors scattered over a 50-yard square area to watch them around upstairs and down. I had a trainee for a partner to operate those said machines, and train, as directed by supervisor. Individually I had a pre-approved, by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) a departure time of 1 PM for medical reasons. At the start of shift, I had 2 fillers running to 3 UPL's with 1 UPL to start up on a new product. The day proceeded somewhat normally answering alarms to down equipment upstairs and down, doing all the quality checks and the associated computer entry, tracking down time and the associated computer entry, changing over the UPL's from whatever package is running to whatever different package will be running and the associated computer entry in BP&S for product changes. All the while trying to train a trainee with no work instructions. ((b) (6), (b) (7)(C)) was pulling double duty as maintenance and covering(b)(6), (b)(7)(C)helping out as needed on the UPL's as ordered by (b) (6), (b) (7)(C) . At this point, prior to this date, I have already elevated the need to have current Work Instructions and the ineffective techniques used to train here at Shenandoah. And when I say elevated I mean from supervisors through the Shenandoah leadership and filed a formal complaint through Corporate Training for the same. At approximately 12:00 I had 4 UPL's running with a successful startup of a new product line on one, a different product on another and a split run with a 3rd product going to two different UPL's. At approximately 12:30 one leg of

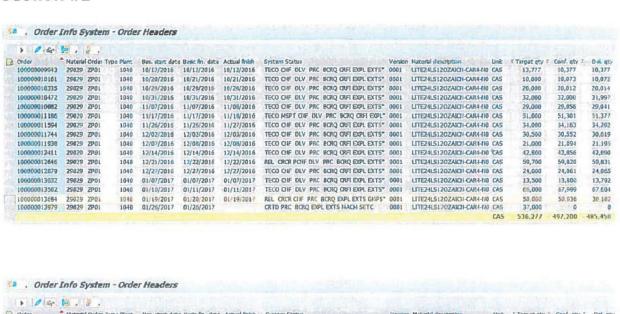
the split run, UPL T-1, had a nuss formed layer. After clearing the jam, the control froze up and we couldn't restart. Maintenance was called who in turn called electrical maintenance. At this time, I have 2 Tec Reps, 2 electricians, 1 trainee 1 UPL/maintenance man in my area. I have 4 UPL's with product 1 down and being tended to by electricians. With all the confusion that the UPL job provides and all the unusual nature this day provided I can't recall if changes were made, if did changes or even if might have done the changes. I did not receive the last case nor did I change over the UPL for the next product prior to leaving. At approximately 12:55 PM the status condition was the same. I told was leaving checked the Supervisors office to tell I was leaving out of courtesy but did not find place in and left the facility. When I returned to work on my next day to work I was informed I was written up for creating 24 packs as 18 packs in the BP&S system and they ran 6hr on my shift and 6hrs on another and got out of the plant before discovery. When asked, Who was logged on to BP&S system at change? No response. When asked, what time was the change made? The response was, Sometime between 12 and 1. When asked, Why didn't the 12 hrs. of line pullers catch it, who scanned 24 packs as 18 packs with different case count totals that each operator must confirm on each scan. They just didn't catch it. This makes me MAD beyond belief, any system that sends the supervisor an E-mail to inform them an individual hasn't made moves in a designated amount of time can send the operator a request to do a Quality Station Control Check!!! This check has been removed from line pullers to the UPL station. Under staffing teams under normal conditions IS A SAFETY VIOLATION, include training in multiple locations with no reduction in team to team work load and this facility is headed for disaster. This was an accident, a code change under unnormal conditions. Had it been an accident involving personal injury under EXTREAMLY UNDERSTAFFED conditions the possibility would be, MILLER COORS would be held LIABLE. I say this with a copy of the BOS Audit I entered on 07/30/16 in hand that states, "Category: Unsafe Condition. Observation: Management at Shenandoah does not respond to some safety issues 1. Staffing the lines with recommended personnel" ... clearly the REQUIRED BOS AUDIT system in this facility is not observed management. Clearly elevating SAFETY AND TRAINING issues to the corporate level is not effective. Clearly the only course of action management chooses to peruse is to write people up. To find a fall guy and never assume any responsibility for the downhill spiral since the implementation of the BP&S which has caused training issues at all levels. In my opinion not only this charge should be dropped, (b) (6), (b) (7)(C) charge should be dropped. The leadership team should assume responsibility for these charges and any other charge issued since the implementation of BP&S that do not involve a safety. As an act of good faith drop these charges and commit to appropriate staffing and a proper training.

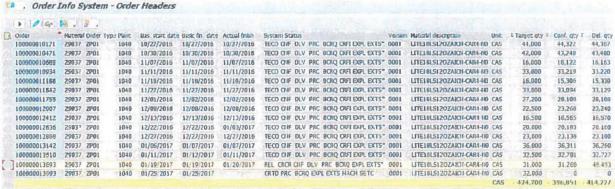
Sincerely,

(b) (6), (b) (7)(C)

Details on the 17,187 24 packs (29037) that were scanned as 18 packs (29029)

Section #1





Section #2

10018336

Refresh Me	eter Sheet	Schedul Overvier		rview Confirmat	ion	1 /19/20	17 -	Sł.	ID Can Filler 3		* H
hedule Mast	tor Deldi	00000136	03 F	Pull Date							
ath - [C03P/	AKS Riv	erwood "	rs]								
Process 0	Order	Status	Plati #		Produ	oct Description		Plan Start	Plan £nd	Plan Qty	Target
1000000	13684	Final	29029	LITE24LS120ZAIC	N-CAR4-NO			01/19 15:49	01/20 04:19	50,000	#5
1000003	13693	En	25037	TELE SLICZAIC	CAR4-NO		CAN PROPERTY.	01/19 05 15	01 19 12 11	31,000	- 11
1000000	13685	Final	29038	LITE18L5120ZAIC	N-CAR4-D0			01/19 02:23	01/19 05:35	15,000	#5
1000000	13942	Final	29053	LITE30LS120ZAIC	N-TWN4-D0			01/18 21:30	01/19 01:12	10,000	#5
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Plan	Arso 31,0	Name of the last	6tart Time 01/19 05:35	End Three 01/19 12:11	Duration 06:36	Line Rate 4,696	Pull Date MAY1517	Reivo	tk Rema	akilog	
Plan Actual	4	00 (In conjusted the lateral Research	The second secon	The second second	The second secon	The second second second	Rows	_	eksing 66	_
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559,619.0

932.698

-6.529

END UNIV CDL+ GD ND, 202, 85G, 5TD, SEC/BAG

Section #3



Section #4

Last pallet off of PL01 – 1202PM of 29037. This is when PL01 went down on 18 packs and changed over to 24 packs.

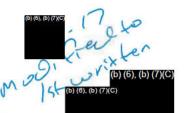
10167	01/19/2017 10:37:00	63	2 1	1011	C		1	29037	1722591	PL,	p	2101	BLD2	0003	1112	1112	1/167	01/19/2017 10:34:16
		63	2 1	1011	E		- 1	29037	1722594	Pl.	p	PLOI	DL02	0003	1112	1112	B167	01/19/2017 10:34:16
	12-02-33	63	2 1	1011	T	2044	-1	2003/	1/27359	N.	p	P101	RS01	0002	RB74	1515	2067	61/19/2017 12:02:16
	13:41:26	63	2 1	1011	C		1	29029	1722594	PL	P	PLO1	BLD2	0003	4603	4603	1167	01/19/2017 13:39:18
		53	2.1	1011	C		1	29029	1722594	PL	P	PL01	BL02	0003	4603	4603	B167	01/19/2017 13:39:18
	14:26:50	63	2 1	1011	C		1	29029	1722595	PL	P	PLO1	BL03	0001	1514	1514	B167	01/19/2017 14:25:12
	14:31:54	63	2 2	2010	C		1	29029	1722595	PL	p	PL01	9020	5565	OBSVV	OBSWT37	B167	01/19/2017 14:31:35
		63	2 2	2010	C		1	29029	1722595	PL	P	PLOI	9020	5565	OBSVY	085WT37	B167	01/19/2017 14:31:35

Changeover took about 45 minutes and came back up at 12:40. So anyone who pulled PL04 from 1245PM to 3AM when they came up on 29030 pulled pallets under the wrong PO.

DISCIPLINARY ACTION FORM



DATE: (0)(6),(0)(/2017



			. /	
EMPLOYEE NAME	DATE OF HIRE (0) (6), (b) (7)(C)	MANAGER NAME	FIRST WRITTEN W	ARNING
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	EHAL WARTEN W	ARNING
DEPARTMENT Warehouse	SHIFT/TEAM SILVER	OTHERS PRESENT	DISCHARGE	
(NATURE OF PROBLEM, DATE, TIME, PLACE, ETC.) (NOTION OF COMMITTED ON	alletizer Set Up process g Process Order This de with precision and a Varning due being place	was never completed. As a resulted in rework and custo ccuracy. ed on a written warning on	result of this error 17,187 oner complaints. Going forv	cases were vard it is
I am familiar with the provisions of policy Work Rules & Corrective Discipli	Yes No*	I am familiar with the procedure	complaints and appeal	Yes No
EMPLOYEE STATEMENT				
EMPLOYEE SIGNATURE/DATE	V	NOTE: SIGNATURE ACKNOW AGREEMENT.	/LEDGES RECEIPT, HOWEVER, DO	DES NOT INDICATE
EXPLAINED WORK RULES & CORRECTIVE DISC	IPLINE	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C),
	FOR IVILAN ST	500100		/
510 0.55 05 17 0.00	FOR HUMAN RE		/	,
EMPLOYEE RELATIONS MANAGER		DATE		

Refusal to sign (b) (6), (b) (7)(C)

Shenondooh Incentive grogram (SHIP)



SHIP

Q2-2017 QUARTERLY PAYOUT - CURRENT METRICS

Metric	Q2 On Target Range	Q2 Results	Q2 Payout
SMP	(b) (6), (b) (7)(C), (b) (4)	
Structured Communication			
BQI			
Machine Efficiency			
Controllable Cost / bbl			
Purchased Electricity/BBL			
	SMP Structured Communication BQI Machine Efficiency Controllable Cost / bbl	SMP Structured Communication BQI Machine Efficiency Controllable Cost / bbl	SMP Structured Communication BQI Machine Efficiency Controllable Cost / bbl

IUIAL QUAKIEKLI PATOUI

· Safety metric - Driven by monthly employee BOS audits (safety observations)

· People metric - Driven by assessment / execution of pre-shift meeting wherence to assessment form

Pre-shift meeting assessment form

	Team/Crew:																															
1	Did the meeting start and end on time?																															
2	Was the required information from the previous shift available in the meeting. (in person, electronically or on boards)																															
3	Did team assign new gaps when posted triggers were hit?																															
4	Did the team review exsisting gap list items (including Closures)																															
5	Did team adhere to posted ground rules ?																															
6	Did team review posted council specific communications ?																															
7	Was a Top Priority set for the Day ?																															
8	Were daily work assignments reviewed ?																															
9	Are all VPM boards up to date, no old / out of date material posted ?																															
10	Team Room is neat and orderly																															
	Total																															
	Month =	1	2	3	4	5	6	7	В	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		900	12000	18888	9888	2888	999	2000	8 8888	9888	2888	9999	20000	188881	2000	8888	9889	2888	10000	2000	8888	9999	2000	19998	2000	8888	2000	3888	19999	2000	18888	2000
		9	100		400	100	1-1-1-7						1	2	****	1000	***			100	N.	***	****	2000		MOO	••••	(100)	17.5	*****	24.44	1000
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Pre-shift Meeting assessment reference guide

	Questions	Pass/Fa	What Success Looks Like	Key Data Points
1	Did the meeting start and end on time?		 Meeting Begins 15 minutes before shift; no earlier. Meeting Ends 5 minutes before start of shift. If a team member shows up late, that is a Ground Rules failure (question 7) 	N/A
2	Did the meeting start with safety first?		 After the initiall kickoff, any participant in the meeting presents a safety moment. This could be the safety council member, the meeting facilitator, or a volunteer 	- If team has no safety topic specific to their area, then Safety Cour or facilitator should use the one posted on the Shenandoah home page.
3	Performance reviewed with trending (VPM or electronic)		 Reviewing where the 24 hours or where previous shift began and ended in terms of key tracked metrics (department specific). Should be visibly obvious whether key metrics passed or failed (electronic or hard copy) 	Future State: 3 points determine a trend. - Using graphs/etc to demonstrate the past, for example, 72 hours of production. - Are we improving or getting worse.
4	Was required information from the previous shift available in the meeting?		 Key issues (wins/losses) communicated by previous shift. Where applicable, were significant down times, mechanical / material issues, staffing issues, etc. communicated. A person from previous shift is best, but exception reports, log books, VPM boards are also 	 Are we improving or getting worse. How was the information communicated? (Representative from previous shift speaking in meeting? Hard copy list of issues/points to note left for the meeting facilitator? VPM Board Updates, PMACs)
5	Did team assign new Gaps when posted triggers were hit?		 Did any new gaps arise during the previous shift/meeting? Were the new gaps added to the list, an owner assigned, and a due date set? If there is no Posted Triggers list, this is a NO Whenever possible, gaps should be assigned to a member of the team 	- GAPS are not just defined as mechincal issues - Triggers and Gap list should include Safety, Quality, Training and other issues that arise, not just productivity
6	Did the team review existing gap list items (including closures)?		 Were current open items on the Gap List reviewed? Did the owners of each item provide updates on their respective Gap List Items? If an item was complete, had all 4 teams been made aware, signed off, and was the item then removed from the list? 	N/A
7	Did team members adhere to the posted Ground Rules?		 Ground rules are posted & visible within the meeting room and easy to read from a distance. Any deviations from the ground rules are addressed by facilitator If Ground Rules are not posted, this is a NO 	N/A
8	Did the team review posted Council-specific communications		 Facilitator initiates review of council communications including open action items. Council members update, communicate, or seek help with "Go-Do" items. If there is a council action item that can't be closed it should go on the GAP board. (NOTE - if team asks for Council updates, there is no new information, and the existing key 	- Posted Council Updates on VPM boards are current.
9	Daily work assignments reviewed		 Scheduled Training for the day, along with any needed work such as PM completions, GMP assignments, etc. 	N/A
10	Was a Top Priority set for the Day ?		- What is the main focus for the line to meet metrics for this shift was identified and everyone understands their part. - Examples	Compress - Beat the Changeover time by 10 minutes - Batch the CIP by 3 am - Get TPO's below 100 - Load every 30 pk that cmoes off the line, we can't floor any more



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, SUITE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410) 962-2822

Fax: (410) 962-2198

November 30, 2017



Re: MillerCoors LLC Case 05-CA-205885

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that MillerCoors, LLC has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street, S.E., Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on December 14, 2017. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 13, 2017. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 14, 2017.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 14, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall Acting Regional Director

Enclosure: Appeal Form

cc: Mr. Douglas J. Heckler MillerCoors, LLC 3939 West Highland Boulevard Milwaukee, WI 53208-2866